



FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

October 2004



MARION MAIER
Berrien County FIA

- ◆ Positive; willing to listen; helpful; kind.
- ◆ She listens and supports her workers before following the Agency line. She understands the pressures of the job.
- ◆ Gives direction; supportive; problem solver.
- ◆ Fair and understanding as a supervisor; she stands up for her employees; treats them as individuals and with respect.
- ◆ Fair; willing to listen and compromise; understanding of large workloads and lack of time; knows policy procedures very well.



DAN SAVOIE
Genesee Co. – McCree Dist.

- ◆ Supportive of his staff, excellent at encouraging excellence and very customer-oriented.
- ◆ He works at being fair with everyone.
- ◆ Integrity shows in every aspect of his life.
- ◆ Shows dedication, accountability; personable; accessible; appreciative.
- ◆ Very empathetic, energetic, fair; teaches and listens.
- ◆ Supports employee decisions; gives employees information so they can make informed decisions; very approachable.
- ◆ Always considers all people and angles in decision-making.
- ◆ Fair, honest, team-oriented, supportive.



RICK JOLES
Arenac County FIA

- ◆ Best FIM ever had.
- ◆ Great FIM.
- ◆ He treats everyone with respect; keeps all informed of changes, concerns, etc.; constantly does what he says he is going to do.
- ◆ Very team-oriented; is a manager that listens and gets results.



SHELIA O'GRADY
Maxey Boys Training School

- ◆ Honestly enjoys job does and all she can to help the youth she teaches.
- ◆ Leader in cooperation; participation in many formative activities; and strives to do the best she can.
- ◆ Primary concern is well-being and growth of clients. Dedicated and passionate about job. Strong work ethic & is a team player.
- ◆ She above and beyond her ordinary duties.
- ◆ She does an excellent job teaching; generally very positive and interested in doing a great job every day.



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CAROL KRAKLAN
Office of Child Support

- ◆ Interactive; honest; empathizes.
- ◆ Provides positive and supportive work environment.
- ◆ Keeps me informed on policies and procedures.
- ◆ Shares knowledge; seeks input; follows through; compassionate; intelligent.
- ◆ Professional; inspires others to do their best; gives credit where credit is due; research and writing skills are impeccable.



BELINDA ARBOGAST
Oakland County District 1

- ◆ She is a woman of her work. She believes in tapping into every resource. She gives excellent assistance to others.
- ◆ Respect and inclusion.
- ◆ Willing to help; teacher.
- ◆ She has integrity and fairness.
- ◆ This person is an example of how excellence, integrity and inclusion are displayed every day.



JOE KULPA
Ingham County FIA

- ◆ Joe is committed to excellence; is innovative; and cares about Ingham County FIA.
- ◆ Keeps open and honest communications and is always available to employees.
- ◆ Professional; includes all; tries to improve the office; is part of the solution, not the problem; his unit reflects excellence.
- ◆ Fair treatment for both employees and customers; knowledgeable.
- ◆ Commitment to job and workers; making sure workers are well-informed; shows in work.



BARBARA MADISON
Wayne Co. –
Fullerton/Jeffries

- ◆ Lead by example, practice what they preach.
- ◆ Includes mgmt and first line staff in decision making; explains decisions; expects & provides tools to achieve excellence.
- ◆ Goes beyond what is required, does what she says she will do, and makes sure she gets input from those impacted by decision.
- ◆ Very honest & fair. A manager who actually listens to your concerns and helps you do something about them.
- ◆ She exemplifies all the values fairly.



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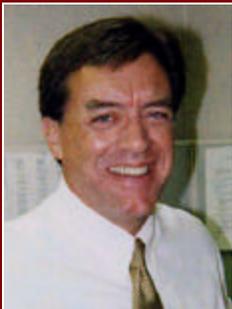
MARSHA MICHAL-HARRISON
Cass County FIA

- ◆ Strong knowledge and experience; good sense of humor but still as true professional.
- ◆ She is supportive of her workers; consults with them; is positive in her feedback; encouraging in reaching for excellence.
- ◆ Only supervisor I have ever had that really helps with teamwork, she includes workers in decisions and has integrity.
- ◆ Always has an open door to discuss cases and listens to my suggestions on what to do about the situation.
- ◆ Always puts kids first and tries to respect others always.



TAWNYA STOCK
Tuscola County FIA

- ◆ Takes time to explain and instruct; explains decisions; goes above and beyond to include people; treats people fairly and with respect.
- ◆ Runs Volunteer Services program and bends over backward for internal and external customers.
- ◆ Always consistent; responds promptly to questions and requests.
- ◆ Very well-respected; uses excellent choice of words when talking to others; always considers how they will perceive what's being said.
- ◆ Goes beyond duties for clients.



MIKE DEERFIELD
Kent County FIA

- ◆ Utmost sincerity and character.
- ◆ Very supportive (inclusion with staff).
- ◆ All.
- ◆ Takes time to teach you; listens to your ideas; has worked this job; talks to customers and staff with respect.